



François Defaix

Of Counsel

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Languages

- Dutch
- English

Admitted to bar

- The Netherlands

Membership

- Rotterdam Employment Lawyers Association
- Board member of the Franchise Association *Vereniging Aangesloten Bedrijven HEMA* (VAB).

Education

- Erasmus University Rotterdam: Dutch Law

About François Defaix

François Defaix is an Of Counsel at AKD who works in the field of collective and individual employment (procedural) law. He specialises in collective dismissals and reorganisations, including the drawing up of social plans and negotiations with the trade unions. His specialism also covers international employment law, due diligence, acquisitions and transfers of business ownership.

François also frequently acts as board room counsel in the appointment, suspension and dismissal of directors (under the articles) and shareholder disputes. In addition, François has a great deal of experience with the introduction of collective employment contracts and co-determination law (Works Councils Act [Wet op de ondernemingsraden]). He advises the management and boards of (large) companies with regard to requests for advice and approval and the role of the Works Council in conjunction with (international) mergers and acquisitions. His extensive litigation practice includes disputes about all these employment law issues. He litigates frequently before the Enterprise Section of the Amsterdam Court of Appeal [Ondernemingskamer] and institutes preliminary injunctions in relation to strikes.

Clients appreciate the fact that François is very easy to contact, as well as his rapid, efficient, pragmatic and targeted analysis and his approach and advice in complex cases. François is tenacious, always maintains an overview and always achieves an optimal result for his clients. He knows how to present his clients' position convincingly and in clear language.

François teaches and publishes regularly on employment law issues. He is a member of the board of the Franchisevereniging Aangesloten Bedrijven (Franchise Association of Affiliated Companies) (VAB) and the Rotterdam Employment Lawyers Society [Vereniging Rotterdamse Arbeidsrecht Advocaten] (VRAA).